

Wage Types Definition

Wage Types used on infotypes 14, 15, and 2010

2084	Standard Overtime: Used to compensate JHU non exempt employees who work more than their regular hours in a week but do not exceed 40. Overtime paid at regular rate of pay. Additional hours compensated but not worked do not figure into overtime calculation (ie holiday, vacation, sick, etc.)
205A	Overtime Pay: Used to compensate JHU non exempt employees who work more than 40 hours in their primary position. OT rate automatically calculated to time and a half OT rate. Based on FLSA (Fair Labor Standard Act) any non-discretionary bonus amounts earned during the period must be used to recalculate the overtime rate. If the FLSA rate is not known, the regular rate times 1.5 is used.
205M	Overtime Pay: Used to compensate JHU non exempt employees who earn shift differential and/or on call pay during the same workweek that premium overtime is earned (hours worked over 40). Must pay hours over 40 at the regular rate x.5 + standard/base rate of pay. Also used to compensate JHU employees who work more than 40 hours per week in a secondary assignment where earning a rate in effect for that position. Overtime rate is manually calculated based on that rate and entered using this wage type. the regular rate times 1.5 is used.
2290	Shift differential: For JHU staff; enter hours at rate of pay
3002	Bonus: Special payment based on performance - Health system only
3017	Student Supp-2nd Assign: Use this wage type when paying a student for occasional work in a secondary student position.
3018	Lump Sum Fellowship Payment: Only allowable to be paid on non employee fellowship positions
3020	Foreign Sourced Income Payment. This is a payment for a Non-Resident Alien receiving fellowship that is foreign source income due to temporary placement in another country; must receive approval by JHU Tax Office before submitting ISRs.
3023	OverseasHazardousDutyPay: Applicable to Johns Hopkins employees working overseas in combat zones .
3025	Honorarium: Payment for special service such as a lecture given in another school.
3026	Incentive Bonus: Cash performance incentive payment (non discretionary)
3030	NC Perfect Attendance; Non-Cash Perfect Attendance Award: when cash payment has already been given to employee, this is used to create taxable earnings for the W2.
3037	SOM Faculty Performance Supplement Prior Year: Supplement based on the prior fiscal year performance for a person whose annual salary is <u>over</u> the current FICA limit; fringe charged at the Medicare rate
3040	On Call Pay Amount: University payment for On-Call service; enter total compensation
3042	OverseasEducationAllowance: Payment to employees overseas whose children are attending school in a foreign country.
3043	OverseasHousingAllowance: Payments to employees overseas for housing expenses
3044	OverseasLivingAllowance: Payments to employees overseas for other living expenses
3046	SOM Faculty Performance Supplement Current Year: Supplement based on the current fiscal year performance for a person whose annual salary is <u>over</u> the current FICA limit; fringe charged at the Medicare rate
3047	Non-faculty Performance Supplement - Current Year

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3050	Sales Commission-Wilmer Eye Clinic: Quarterly payment (non-discretionary bonus)
3055	Special Projects Supplmnt: University payment for project work in addition to regular duties
3056	Staff Incentive Discretionary: School of Medicine and Wilmer Eye Clinic, Quarterly performance payment
3064	Perfect Attendance Gross Up: Taxes attributable to the award payment are being added to the payment amount so the net payment will equal the award amount.
3065	Admitting Bonus: Health System
3073	Staff Incentive Non Discretionary bonus
3074	NC PerfctAttndBnusGiftCrd: University Gift Card for perfect attendance. Value is added to taxable wages
3075	Signing Bonus
3076	Military Leave Short Term Pay: Use in conjunction with loa with pay ISR.
3077	Supplemental Pay-JHHS
3092	Faculty Performance Supplement – Prior Year: Supplement based on the prior fiscal year performance for a person whose annual salary is <u>under</u> the current FICA limit.
3093	Faculty Performance Supplement - Current Year: Supplement is based on the current year performance for a person whose annual salary is <u>under</u> the current FICA limit.
3094	Non-faculty Performance Supplement - Prior Year
3095	SOM Non-faculty Performance Supplement Prior Year: Supplement based on the prior fiscal year performance for a person whose annual salary is <u>over</u> the current FICA limit; fringe charged at the Medicare rate
3096	SOM Non-faculty Performance Supplement Current Year: Supplement based on the current fiscal year performance for a person whose annual salary is <u>over</u> the current FICA limit; fringe charged at the Medicare rate
3G75	Perfect Attendance Gross Up: Awarded for perfect attendance; Must be paid in the current pay period; will look at tax situation and gross up amount entered so that employee receives that amount post-tax.
3G76	Bonus Gross Up - Reg Rate: Must be paid in the current pay period; will tax earnings based on tax tables and will gross up amount entered so that employee receives that amount post-tax.
3G77	Bonus Gross Up - Sup Rate: Must be paid in the current pay period; will flax tax supplement and will gross up amount entered so that employee receives that amount post-tax.

Wage Types Used on Infotype 9027

1000	Salary: Default for all Salaried employees. Used to calculate payment and Annual Salary.
1002	Part Time Instructor Salary: Default for Instructors in Part Time Programs (Temporary, Limited, Casual).
1100	Hourly Rate: Default for all Hourly employees. Used with Number of Hours worked to calculate payment and with IT0007 (Weekly Working Hours) to calculate Annual Salary
3015	Salary: For Non employee fellowship recipients at JHU.
1320	PACE 20% differential

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Wage Types Used on Infotype 9027

1350	PACE Shift A
1351	PACE Shift B
1352	PACE Shift C
1353	PACE Shift D
1354	PACE Shift E
1355	PACE Shift F
1356	PACE Shift G
1357	PACE Shift H
1358	PACE Shift I
1359	PACE Shift J
1360	PACE Shift K
1361	PACE Shift L
1362	PACE Shift M
1363	PACE Shift N
1364	PACE Shift O
1365	PACE Shift P
1366	PACE Shift Q
1367	PACE Shift R
1381	PACE WED Code 1
1382	PACE WED Code 2
1383	PACE WED Code 3
1384	PACE WED Code 4
1385	PACE WED Code 5
1386	PACE WED Code 6
1387	PACE WED Code 7
1388	PACE WED Code 8
1389	PACE WED Code 9
1390	PACE WED Code U
1391	PACE WED Code V
1392	PACE WED Code W
1393	PACE WED Code X
1394	PACE WED Code Y
1395	PACE WED Code Z
1400	Geographic Diff 5% - JHHS Only
1410	Acting Diff 5% - JHHS Only
1411	Acting Diff 10 % - JHHS Only